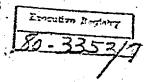
14 NOV 1980



MEMORANDUM FOR: Chief, Psychological Services Staff

FROM:

Deputy Director of Central Intelligence

SUBJECT: Implementation Plan for Uniform Guidelines - Phase II.

Responsibilities

- 1. As you recall, I approved certain recommendations regarding implementation of procedures required by the Uniform Guidelines on Employee Selection Procedures in February of this year. This implementation was to proceed in two "phases;" Phase I, designed to bring the Agency into immediate compliance, provided for the required collection and analysis of data; Phase II, which addresses policy considerations, places more emphasis on management responsibility. Phase I went into effect on 1 October and appears to be functioning as expected. It is time now to focus on getting Phase II underway.
- 2.~ The Chief, Psychological Services Staff, is charged under Phase II with the following responsibilities:
 - a. With the Directors of Personnel Policy, Planning, and Management and Equal Employment Opportunity for initiating a program of research into alternative selection procedures and methods; and
 - b. With the Directors of Training and Education and Personnel Policy, Planning, and Management for the formulation of a comprehensive testing policy to be coordinated with the Headquarters Regulations.
- 3. So that I have a clear understanding of how these responsibilities will be discharged, you are requested to submit to me by 16 January 1981 a detailed plan for each responsibility, describing your strategy, specifying the resources required, establishing a timetable for accomplishment, and identifying the responsible officer. Of course, plans pertaining to shared responsibilities should be fully coordinated with the other Agency officials involved.

/s/ Ereals C. Camingol'

Frank C. Carlucci

cc: DDA D/MS